Below is a brief sketch of our fall meeting speakers:

Ethics in the workplace is a serious matter, but talking about it doesn’t have to be “business as usual”. Chuck Gallagher learned a lesson about ethics, choices and consequences the hard way – but now he shares his experience so that others don’t have to. In the middle of a rising career, Chuck lost everything because he made some bad choices. He has since rebuilt his career and his life back to immense success. With more vulnerability than the average keynoter, Chuck shares with his audiences his life journey, the consequences of his unethical choices, and how life gives you second chances when you make the right choices.

MICA’s legal counsel, Gary Auman, will provide an extended update on the OSHA rule changes that will be affecting our members during our Environmental and Safety Committee meeting on Wednesday morning. He will then provide an abbreviated update to the general membership on pertinent OSHA regulations that will have a direct impact on our businesses. The Safety Committee meeting is a “do not miss” session for you and your key safety professionals.

Tom Cherioli is a Commissioner with the Federal Mediation and Conciliation Service. Tom joined the Federal Mediation and Conciliation Service in August 2005 as a Field Mediator in the Minneapolis Office. He works as a neutral third party within the labor management community. Tom actively participates in the collective bargaining process, relationship development/training, grievance mediation and outreach efforts, sound and stable labor management relations between the parties. He has developed a set of negotiation skills that serve him well in any type of negotiation setting. Whether you are negotiating with your boss, your spouse, your kids, the skills that Tom has (Continued on page 7)
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PRESIDENT’S MESSAGE

TO: THE MICA MEMBERSHIP

I hope everyone had a safe and enjoyable Labor Day with family and friends. September means that kids are back in school and college kids moved back to school. The household is back to normal!

Fall is one of our favorite times of the year with the change of seasons and the upcoming October trek to Omaha for our fall meeting. The Board has done a great job of lining up our program for this meeting.

For our pre-meeting free seminar, we have Doug Carlson from Empowered Safety Training for a half day. He will guide us on how to prepare for the dreaded OSHA inspection; before they come, on site people training needed, during the inspection, after the inspection, what to say, WHAT NOT TO SAY, employee training, and how to first deal with a citation.

Jon Twidwell and Patrick Martin with the investment banking and financial planning company Cornerstone Companies are speaking on business valuation from sellers and buyers view point, and succession planning. Bo Lane is speaking on Cyber Security and the potential liability of your company receiving and passing on bugs or hacking into your suppliers or customers. Thomas Cherioli, from the U.S. government mediation service, will speak on how to use their service and the benefits of mediation to resolve conflict.

I think this will be a very informative program, and beneficial to all of our contractors and associates.

I am looking forward to seeing you all there.

The Board works very hard to get programs and speakers that our members want. If you have an idea for a topic or have heard a speaker that you enjoyed, pass the information on to me or one of the other Board members. This is your organization, and your input is needed and appreciated.

I am curious to find out how many tried the pre-work stretching exercises? I would like some feedback on what your thoughts were and how your body reacted.

I have done some more research and found that the world workman’s compensation insurers and various forms of OSHA are making this a mandatory requirement.

The Japanese were the first to require this for construction workers, but the Chinese have started programs for their office personnel, especially for people that spend all day using a keyboard on a computer, and for manufacturing personnel who preform repetitive motions.

Australia, New Zealand, many in the European Union, France, Germany, Sweden, Spain and Italy all have stretching programs for their construction workers.

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**Bo Lane** is the Head of Solution Architecture at Kudelski Security, a leading global information security solutions firm focused on innovation. He is responsible for establishing and driving the technology strategy and solution architecture for Kudelski Security’s information security solutions in key strategic and emerging technology areas. He manages pre-sales engineering, technology resell partnerships, and business development activities for the company in the United States, and serves as an evangelist for Kudelski Security to clients, technology partners, and other stakeholders. He will speak to us about establishing technology strategies that will address information security solutions.

**Jonathan J. Twidwell** is currently the Director of Cornerstone Wealth Management. Jonathan joined Cornerstone in 2014 and currently advises both corporate and individual clients throughout the United States. For corporate clients, his specialty is providing recruitment, retention, succession and tax strategies through qualified and non-qualified plans. For personal clients, his specialty is in developing retirement income plans, estate plans and investment management that are both cost and tax efficient. Jon will discuss the process of asset valuation for buying or selling a business.

We will once again have three concurrent forums dealing with member issues. We will have a union contractor forum, an open shop contractor forum, and an associate member forum, all running simultaneously.

We will continue with our table top displays again this year for our fabricators, distributors or independent reps. These table top displays will be open for viewing during this year’s **Wednesday evening reception**. In order to accommodate earlier dinner reservations, our reception will begin at 5:00 p.m. and conclude at 6:30 p.m. This will still leave you with plenty of time for dinner and socializing with your fellow MICA members.

Our room block at the hotel has been released. The hotel is taking room reservations on an availability basis at the current rate. If you are still in need of a room at the hotel, you need to call the hotel reservations department at **(800) EMBASSY (362-2779)** to make your individual room reservations.

This year’s program is a must attend for you and your key employees. We have tiered this year’s registration fee to encourage more participation by individual firms. The Board has also voted to keep the registration fee the same as last year. The registration fee is $215.00 for the first attendee from a member company. Registration for a second attendee from a given company is reduced to $205. Registration for all additional attendees is $195 per attendee. Please complete the fall business meeting registration form and e-mail/mail/fax it to the MICA office by **October 5, 2018**. Your prompt response helps us to plan a more efficient and effective meeting for you. Please note that you can pay the registration fee by credit card or by check.

The Board of Directors is asking for your help in promoting MICA to potential new members. The Board is providing one complimentary registration to any first time potential contractor member firm who attends the fall business meeting. Please make a concerted effort to inform one or two potential member firms about the fall business meeting. Invite them to attend and let them know about the complimentary registration. Share your registration material with them and encourage them to join. The cost is minimal and the first-hand look at MICA is the best way to promote the benefits of belonging to MICA.

**MICA PRE-MEETING EDUCATIONAL SEMINAR**

In past years, MICA has combined an educational seminar with the fall business meeting. This year, the Board decided to sponsor a free half-day educational seminar on “An OSHA Inspection from Start to Finish”. The Board is sponsoring this seminar as one of the many benefits that come with your membership in MICA. This half-day seminar will be held on **Tuesday, October 16, 2018, from 1:00 p.m. until 4:45 p.m.** at our fall business meeting hotel, the Embassy Suites Downtown, in Omaha. Separate registration and hotel material has been sent to MICA members. **If you are interested in registering for this educational seminar and need registration material, please contact the MICA office.** Space is limited, and registration will be taken on a first-come, first-served basis. The number of attendees per company may have to be restricted depending on the overall interest shown by the membership.

Our seminar leader this year is **Mr. Doug Carlson**. Doug is Principal at Empowered Safety Training, LLC in Omaha, Nebraska. Doug provides practical training for workplace health and safety. Doug’s background is in civil engineering technology.

The following summarizes what will be covered during the seminar:

- How to be Properly Prepared for an OSHA Inspection from Beginning to End.
- Pre-inspection Best Practices & Employee Awareness.
- What to do During the Inspection.
- What is Needed on Site.
- What Information Should be Shared.
- What Should You Say and What Should be Offered.
- Employee Training.

(Continued on page 13)
FUTURE MICA MEETING DATES

Fall 2018 Annual Fall Business Meeting — October 17 & 18, 2018, Embassy Suites Downtown, Omaha, NE.

Winter Board and Committee Meetings — January 24 — 27, 2019, Omni Amelia Island Plantation Resort, Amelia Island, FL.

62nd Annual Spring Convention — June 17 — 20, 2019, Omni Interlocken Resort, Broomfield, CO.

Fall 2019 Annual Fall Business Meeting — October 16 & 17, 2019, Embassy Suites Downtown, Omaha, NE.

MICA MEMBER ADDRESS/INFO. UPDATES

Be sure to inform the MICA office of any changes or corrections to your listing for either the MICA Directory, e-mail correspondence or mailing address. Even if you update your company listing on the MICA website, please inform the MICA office of the changes. We try to be as current as possible with your help.
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K-factor
Buhr/°F/ft²°F
180 days 75 °F
mean

<table>
<thead>
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<th>K-factor</th>
<th>Trymer 2000</th>
<th>Stratofoam</th>
<th>Fiberglass</th>
<th>Mineral Wool</th>
<th>Foamglas®</th>
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<td>0.25 (at 100°F)</td>
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R-value, 1 inch
h·°F/ft²/°F
180 days 75 °F
mean

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<th>Trymer 2000</th>
<th>Stratofoam</th>
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After the Inspection, Do's and Don'ts.

Dealing with a citation.

You will be able to draw a lot of practical ideas on how you can respond to an OSHA compliance officer while still preserving your rights as an employer. Of course, there are some things you should take care of now, before OSHA comes to call. This half day session is appropriate for business owners, safety directors, superintendents, and/or any site supervisors.

The seminar is free, but travel and lodging is at your expense. Space is limited so do not delay in registering. Lunch is not provided during the seminar. Take advantage of this seminar offering in conjunction with our annual fall business meeting. The fall business meeting will be held on Wednesday and Thursday, October 17 & 18, 2018. Save yourself time and travel by registering and attending both the seminar and fall business meeting.

**DODGE MOMENTUM INDEX FALTERS IN AUGUST**

<table>
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<tr>
<th>Dodge Momentum Index (Year 2000=100)</th>
<th>Aug-18</th>
<th>Jul-18 % Change</th>
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<tr>
<td>Dodge Momentum Index</td>
<td>164.1</td>
<td>169.0 2.9%</td>
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<tr>
<td>Commercial Building</td>
<td>178.4</td>
<td>190.0 -6.1%</td>
</tr>
<tr>
<td>Institutional Building</td>
<td>146.5</td>
<td>142.9 2.5%</td>
</tr>
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</table>

The Dodge Momentum Index fell 2.9% in August to 164.1 (2000=100) from the revised July reading of 169.0. The Momentum Index is a monthly measure of the first (or initial) report for nonresidential building projects in planning, which have been shown to lead construction spending for nonresidential buildings by a full year. Pushing the Momentum Index lower in August was its commercial component, which dropped 6.1% from July. The commercial component had been on a strong run since the beginning of the year, rising 25% in the January to July period as improved business confidence likely pushed building intentions higher. While commercial planning did fall in August, the trend remains positive fueled by strong economic growth and still-healthy real estate fundamentals.

The institutional component has been on a much more restrained trajectory this year, moving 11% higher from January to July, reflecting the influence of public spending on this segment. In August, the institutional component moved up an additional 2.5%.

In August, nine projects each with a value of $100 million or more entered planning. The two leading commercial projects were the $250 million renovation of the flagship Tiffany & Co. store on Fifth Avenue in New York NY and a $140 million office building in Stockton CA. The leading institutional projects were the $450 million Rush University Outpatient Center in Chicago, IL and the $265 million Children’s Hospital of Wisconsin in Wauwatosa, WI.
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FMI RELEASES 2018 CONSTRUCTION INDUSTRY COMPENSATION DATA

FMI Corporation, the leading provider of management consulting and investment banking services to engineering and construction, infrastructure and the built environment, is pleased to announce the release of 2018 Construction industry compensation data.

In today’s market, attracting and retaining talent requires more than just competitive compensation but requires a comprehensive package of total rewards. FMI Compensation offers a holistic picture of total rewards, including compensation benefits, work-life balance, rewards and recognition, training and development, retirement, phones, vehicles, pay practices, family leave and more. This proprietary data can be accessed on the company’s interactive website, www.FMICompensation.com.

Recently released data includes:
• 2018 Construction Professional data
• 2018 Homebuilder Executive data
• 2018 Homebuilder Professional data
• 2018 Benefits and Pay Practices data
• Regression Tool for the Executive Compensation Survey

These surveys include data from over 140 companies, representing over 3,400 executive incumbents, and over 100k professional incumbents within the U.S. engineering and construction industry.

Peter Cregger, FMI’s chief data officer states, “This year we launched a fully web-based data analytics platform, focused on the delivery of compensation and benefits survey data. Utilizing best-in-breed analytic tools, clients can select their own dimensions around: MSA, Industry, Revenue and see how compensation and benefits compare. This is the culmination of an 18-month effort to deliver best-in-breed analytics to our customers.”

MESOTHELIOMA AWARENESS DAY: ASBESTOS IN 2018

Each year on September 26, the mesothelioma community raises awareness for this aggressive and rare cancer on Mesothelioma Awareness Day. This year is the 14th anniversary of the awareness day, which was established in 2004 by the Meso Foundation to bring awareness to the disease and allow community members to come together.

What is Mesothelioma?
Mesothelioma cancer is developed after inhalation of asbestos fibers. Over time, sometimes as long as 50 years, these fibers irritate the sensitive tissue lining internal organs, leading to scarring and tumors. Mesothelioma cancer occurs in four variations: Pleural mesothelioma, which occurs in the lungs and accounts for 80% of mesothelioma cases. Peritoneal mesothelioma, affecting the abdominal cavity and accounting for about 20% of mesothelioma cases. Pericardial mesothelioma, which affects the lining of the heart, called the pericardium, and only occurs in 1% of mesothelioma patients. Testicular mesothelioma, an extremely rare variety that affects the lining of the testicles. Less than 100 cases have been reported, and the pathway from asbestos exposure to the testicles is unclear.

(Continued on page 22)
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All types of mesothelioma have a short life expectancy and bleak prognosis.

A Continuing Problem
Asbestos has been a known carcinogen for many years, and regulations around the mineral are murky and difficult to navigate. Many people in the United States believed asbestos to have been banned with the Environmental Protection Agency’s (EPA) 1989 Asbestos Ban and Phase-Out Rule, but that particular rule was overturned in 1991. Since 1991, asbestos usage has declined greatly, and many countries around the world have banned it altogether, though the United States is not among them.

In fact, the EPA issued a Significant New Use Rule (SNUR) for asbestos production earlier this summer. SNUR allows asbestos back into manufacturing on a case-by-case basis. Advocates for the rule maintain that if used safely in products that are unlikely to break down and come into contact with human airways, asbestos can be a valuable material. Meanwhile, opponents firmly assert that there is no safe level of asbestos exposure or usage.

Before SNUR was issued, several consumer products were found to contain asbestos this year. This is not technically illegal, as U.S. rules currently allow asbestos in amounts of 1% or lower in products sold today. However, these instances are alarming from a consumer safety standpoint.

Talc is commonly used in cosmetic products like makeup and baby powder and can become contaminated with asbestos. Both talc and asbestos are mined minerals that come into contact with each other in...
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the ground, becoming cross-contaminated.

American makeup and accessory brand Claire’s, which is mainly marketed toward children, came under fire earlier this year when a consumer watchdog group released reports that three of Claire’s makeup products contained asbestos.

Claire’s refuted these claims, and asbestos buzz died down for a while until earlier this summer when asbestos was found by the same consumer watchdog group in Playskool crayons. The fact that asbestos contamination was found in another product aimed specifically at children was shocking to many parents.

Technological Advancements

Though asbestos can still present significant problems for people living in the United States, technology to treat asbestos-related illnesses like mesothelioma is advancing. The entire healthcare field is venturing into the world of artificial intelligence (AI) to reduce labor costs, increase positive diagnoses, and tailor treatments to patients.

Though AI is not yet readily available in town hospitals, research into how AI could be used to detect and treat diseases like cancer is very positive. In some instances, AI machines are just as successful as doctors at diagnosing cancers.

Perhaps even more impactful than these strides in diagnostics is the potential for tailored treatments. Timothé Cynober, regulatory scientist at Voisin Consulting Life Sciences, wrote about this potential. “Oncologists have been trying for decades to define small subsets of cancer patients that can benefit from a specific treatment,” wrote Cynober. “However, the success of targeted therapies has so far been limited. At the moment, medical doctors are overcrowded with data.”

The use of AI to crunch the data buried in imaging, genomics, research, family history, and other treatments could solve this problem of information overload. Tasking machines with sifting through data and recommending treatments could cut down on time to diagnosis and treatment, as well as general human labor.

Mesothelioma can take 20 to 50 years to develop after asbestos contact, which makes it a difficult disease to diagnose. However, once the cancer takes root, it moves quickly and leaves most patients with a life expectancy of about 1 year.

Given access to all known risk factors, AI could identify populations most at risk for mesothelioma and flag them for special review. Access to the potential of large quantities of data could change the game for difficult diseases like mesothelioma.

This spring, Food and Drug Administration (FDA) Commissioner Scott Gottlieb gave a speech signaling wider FDA approval of AI development in the healthcare field. How the FDA will seek to regulate this new space of technology is unclear. “AI holds enormous promise for the future of medicine, and we’re actively developing a new regulatory framework to promote innovation in this space and support the use of AI-based technologies,” Gottlieb said.

Get Involved

Mesothelioma incidence rates may be low, but the extreme harm this disease can cause is huge. September 26 is a day to educate yourself and others about mesothelioma, and creating dialogue around this disease is important with the new EPA regulations. Lawmakers and the public should be made aware of the impacts of regulatory and purchase decisions.

On Mesothelioma Awareness Day, familiarize yourself with stakeholding organizations, learn about this disease, and take a stand against asbestos production.
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